



Finnish Institute of
Occupational Health

WELL-BEING
THROUGH WORK

Mechanism of vocational rehabilitation for prolonging working career

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Work ability and working careers

Unit of Research, Development, Training and Service of Occupational Health



Multidiciplinary Research Group

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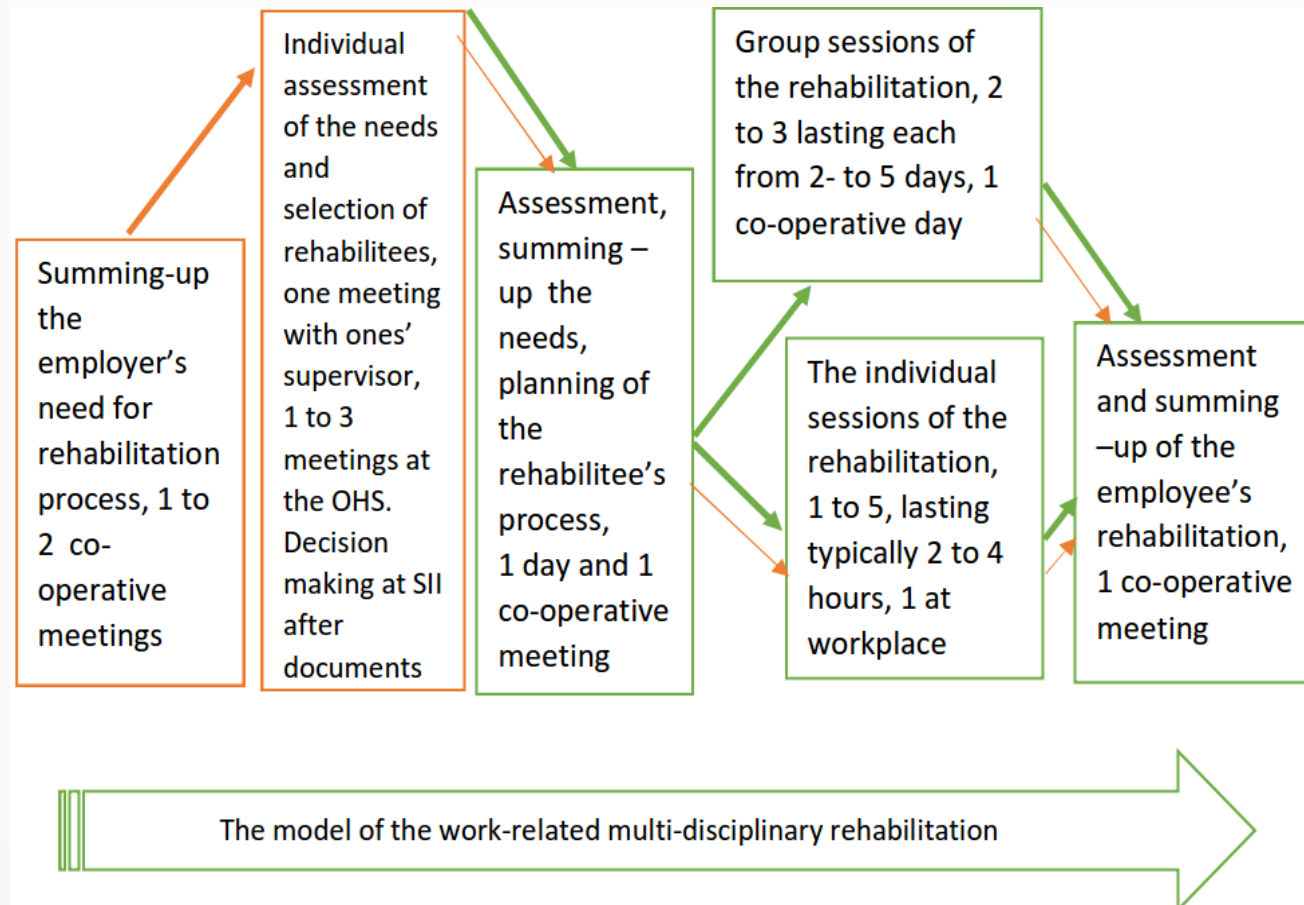
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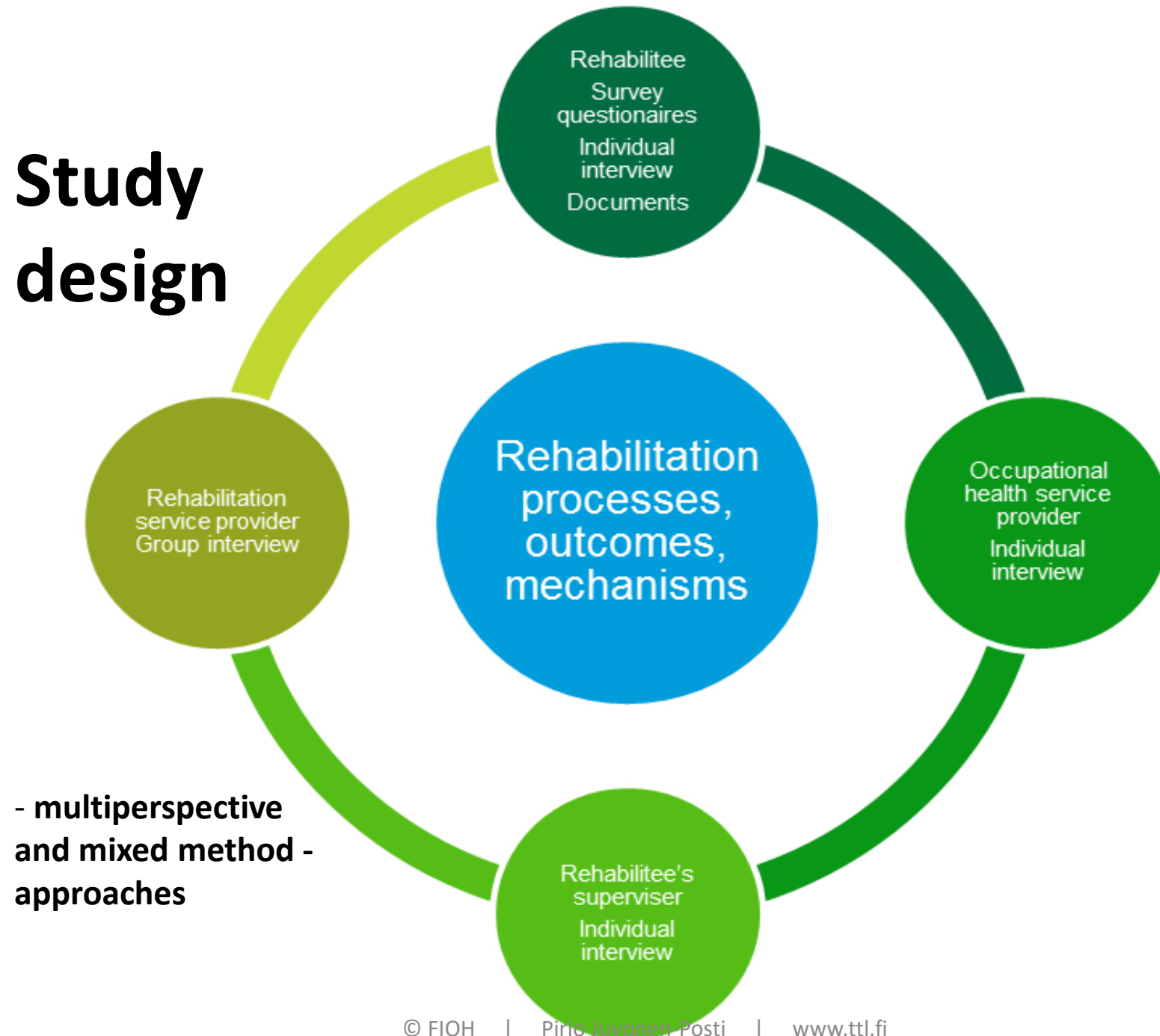
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The multi-staged **intervention** of the work-related rehabilitation



Study design



Data- multiple case study

- 11 cases, where data of their rehabilitation process was gathered from four perspectives

QCA – Truth Table

Cases

Condition variables

Main outcome: Did WR-Rehabilitation promote job retention?

	Condition 1	Condition 2	Condition 3	Condition 4	Condition 5	Condition 6	Condition 7	Condition 8	Condition 9	Condition 10	Condition 11	Rehabilitation promoted job retention
Case1												1
Case2												1
Case3												1
Case4												1
Case5												1
Case6												1
Case7												1
Case8												1
Case9												1
Case10												0
Case11												0

Ragin 1987; Befani et al 2007; Schneider & Wagemann 2012; Schatz & Welle 2016

Condition variables

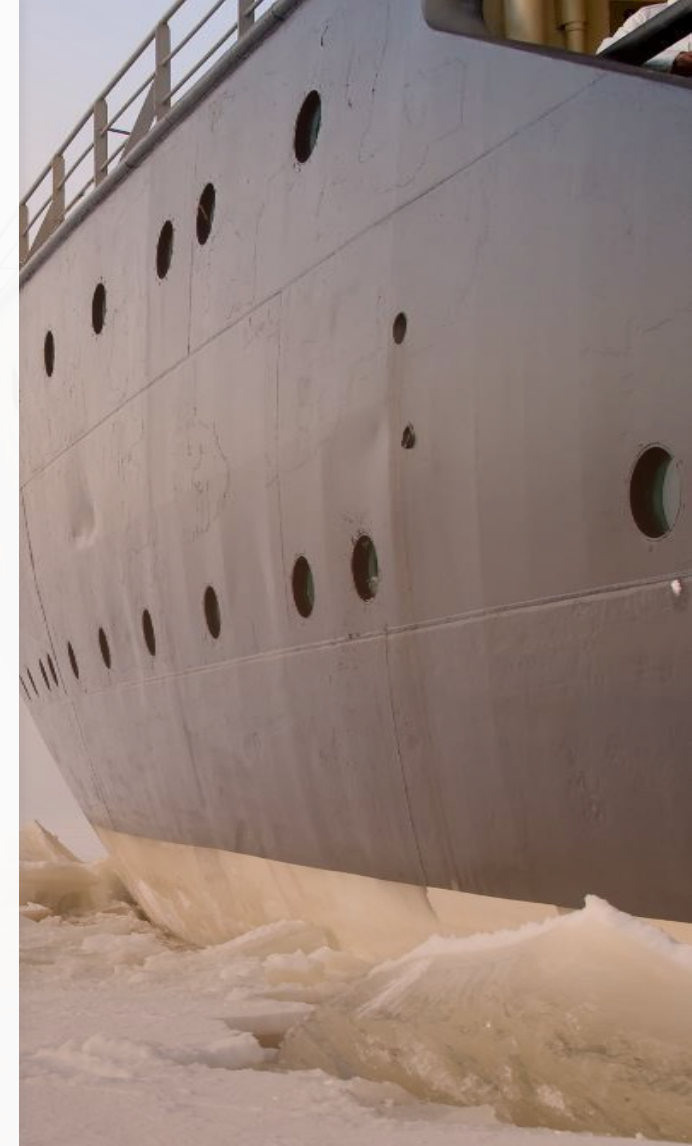
1. An increased risk of job loss
2. Rehabilitation enabled the rehabilitee to exercise **an active personal agency**
3. The process was conducted **at the right time** in terms of the rehabilitee's readiness for rehabilitation
4. All stakeholders had a **common shared view** on the goals of rehabilitation
5. **Supervisor** had the readiness to make adjustments to the employee's job
6. The rehabilitee was actively **supported by occupational health service** in achieving the goals of rehabilitation
7. **Collaboration** between the representatives of work place and occupational health service promoted rehabilitation
8. **Peer support** had a vital role in achieving the goals
9. The rehabilitation service was adjusted to **the needs of the rehabilitee**
10. The process supported rehabilitee in reaching vocational goals
11. The process promoted functional ability of the rehabilitee

QCA – Truth Table

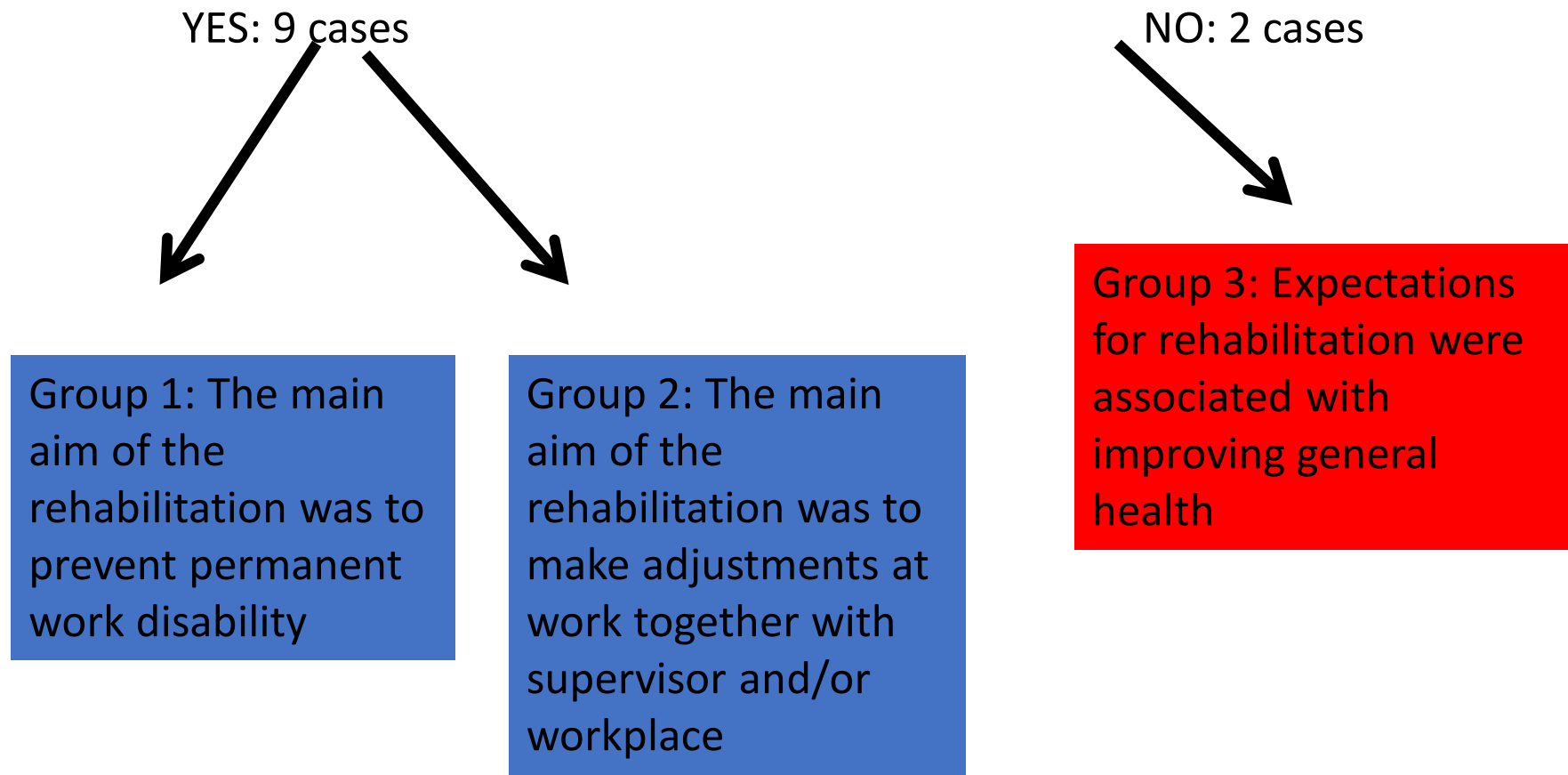
	Increased risk of job loss	Rehabilitation enabled the rehabilitee to exercise an active personal agency	The process was conducted at the right time in terms of the rehabilitee's readiness for rehabilitation	All stakeholders had a common shared view on the goals of rehabilitation	The supervisor had the readiness to make adjustments to the job of the employee	The rehabilitee was actively supported by occupational health service in achieving the goals	Collaboration between the representatives of work place and occupational health service promoted rehabilitation	Peer support had a vital role in achieving the goals	The rehabilitation service was adjusted to the needs of the rehabilitee	The process supported rehabilitee in reaching vocational goals	The process promoted functional ability of the rehabilitee	Rehabilitation promoted job retention
Mari	1	1	1	0	1	1	1	1	0,5	1	1	1
Juha	1	1	1	1	1	1	1	1	1	1	1	1
Petteri	1	1	1	1	1	1	1	0,5	1	1	1	1
Matti	1	1	1	0,5	1	1	1	1	1	1	1	1
Sari	0	1	1	0	0	0	0	0,5	1	1	0	1
Liisa	0	1	1	1	1	0	0	0	0,5	1	1	1
Timo	0	1	1	1	1	1	1	1	1	1	0	1
Susanna	0	1	1	1	1	1	1	1	1	1	0,5	1
Helena	0	0,5	0,5	0	1	0,5	1	1	0	1	0	1
Riitta	0	0	0	0	0	1	0	0	1	0	0	0
Päivi	0	0	0	0	0	0	0	0	0	0	0	0

How to continue your mixed method analyses with QCA

- Qualitatively
- Quantitatively
- Rihoux 2005
(<https://pdfs.semanticscholar.org/2fc9/4e881bfe78324d85952bcabaef67de5f9774.pdf>)
- Schneider & Wagemann 2010 (http://www.goethe-university-frankfurt.de/47932932/schneider_wagemann_2010.pdf)



Rehabilitation promoted job retention?



Final Conclusion

When investigating outcome of social interventions in a complex systems, this kind of new ways of analyzing both the mechanisms and the effects are needed.

Mixed-methods along with QCA made it possible to discover:

- **mechanisms and pathways** which consisted of different promoting or preventing factors in rehabilitation
- qualitatively higher range of job retention **outcomes**



Pirjo Juvonen-Posti

WORK-RELATED REHABILITATION FOR STRENGTHENING WORKING CAREERS

A MULTIPERSPECTIVE AND MIXED METHODS
STUDY OF ITS MECHANISMS

UNIVERSITY OF OULU GRADUATE SCHOOL;
UNIVERSITY OF OULU,
FACULTY OF MEDICINE;
OULU UNIVERSITY HOSPITAL;
FINNISH INSTITUTE OF OCCUPATIONAL HEALTH

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Pirjo Juvonen-Posti

Work-related rehabilitation for strengthening working careers : a multiperspective and mixed methods study of its mechanisms

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Thank You!



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